

### SPECIAL POINTS OF INTEREST:

- **SPOTLIGHT'S  
ON YOU**
- **EO and OJT  
PROGRAMS**
- **ELECTRONIC  
VENDER  
PAYMENTS**
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## SCDOT Develops A Roadmap For Mentoring

The South Carolina Department of Transportation (SCDOT) is focusing on more than repairing roadways and building bridges. In conjunction with the Federal Highway Administration (FHWA), SCDOT has embarked on a new initiative that pairs small minority and female-owned businesses with experienced SCDOT service providers in mentor/protégé relationships. SCDOT has decided that a more efficient and effective manner of providing supportive services to certified DBEs is to develop relationships that foster opportunities with established larger firms so they can directly assist in the development of the smaller DBE firms.

### SCDOT Uses a Forward Thinking Approach

The purpose of the Mentor-Protégé Program (MPP) is to establish a link between businesses certified under the South Carolina Unified Certification Program (UCP) with successful professional service providers and general contractors.

From the introduction meetings and pairing efforts of SCDOT, the program has two Mentor Protégé relationships currently ongoing. Only a few months into their respective mentor/protégé teams, A Squared Consulting, Inc., and Maxim Communications Company are already experiencing the benefits of the program. "This program has been one of the best things that has happened to my company," says Christel Allen, owner of A Squared Consulting, Inc. (A2). "We benefit from the experience of our mentor and all of our employees are seeing the benefit of this professional development. The regular meetings are important because the folks at Florence Hutcheson (Flo-Hut) challenge us sometimes with homework assignments that give us a real opportunity for interactive learning. It has been a tremendous benefit to us and we look forward to long term relationships," says Allen.

A Squared Consulting, Inc., a DBE certified firm since 2008, has been proactive in positioning the company to receive the benefits of the DBE program.

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Left to right seated: Cathy Raad, CECS; Jim Hardy, Maxim; Suzi Sale, Flo – Hut; and Christel Allen, A-Squared. Standing: Arlene Prince, SCDOT; Rocque Kneeece, CECS; Cynthia Hardy, Maxim; Pam Foster, FHWA; Courtney Cockfield, Flo – Hut; and Curtis Sims Jr., SCDOT.

When the opportunity arose to have a more established firm become their mentor, they saw this as a way to streamline their efforts to become a more successful consulting firm. Not only does the protégé receive benefit from the mentor/protégé relationship, so does the mentor. Florence and Hutcheson sees this as an opportunity not only to give back but to “groom” one of their service providers. According to David E. Beaty, senior project manager at Florence & Hutcheson - Consulting Engineers, partnerships such as these are important in today’s business environment. “By participating in the program, all participants demonstrate their commitment to improving the quality of services that can be provided to the citizens of SC. It shows the commitment of the SCDOT and its leadership to provide opportunities for growth and improvement for the protégé’s but also provides an avenue where the more established firms can pass on the benefits it has been fortunate enough to have realized in the past,” says Beaty.

Maxim Communications Group, Inc. (Maxim) is an advertising and marketing firm located in Columbia, SC. Maxim has seen the Mentor Protégé Program open doors of opportunity to expand their brand of services and capture a market share of transportation-related work. “We are already experiencing results from our relationship with our mentor—Civil Engineering Consulting Services,” says Maxim CEO Jim Hardy. “CECS has well established relationships in transportation circles in South Carolina. Their willingness to share those relationships is already helping our company expand its client base. When we attend events together, it is tantamount to a personal endorsement from a well-established and respected firm. This helps potential clients to understand our capacity better. We are already getting more requests from other firms to partner on projects for bid,” says Hardy.

The teaming of Maxim with CECS, a larger DBE certified transportation services firm, has afforded the opportunity for both firms to receive a mutual benefit. “Our involvement in the MPP is providing us with a new perspective on communications and public involvement for highway projects. Maxim brings a wealth of experience in other venues that can be applied to the transportation industry. We are pleased to be working with Maxim and will learn from their experiences”, stated Cathy Raad, CECS President. By taking another smaller DBE firm under their wing, CECS has shown the ultimate display of selflessness.

### **It Is Win/Win For Everyone**

One of the major concerns most firms have regarding mentoring programs is that they would be grooming their competition in one form or another. CECS along with Flo- Hut have both exhibited the true spirit of mentoring. Not only are they giving a helping hand to a smaller firm

but they are receiving a benefit as well. By assisting with the development of DBE firms who can participate as part of their professional teams and provide quality services to SCDOT, Flo- Hut and CECS are demonstrating a commitment to SCDOT. They are showing a willingness to put the best effort forward to not only complete the projects on time and within budget, but also develop the talent pool to ensure they are providing the State of South Carolina with the commitment to excellence and parity that it deserves.

What does all of this mean to SCDOT? Dr. Arlene Prince, SCDOT’s Director of the Office of Business Development and Special Programs believes the partnerships are the right thing to do. “The intent of the Mentor-Protégé Program is to strengthen the capability of the minority firm; therefore, it is important that excellent relationships are established so that the teambuilding will result in the majority firm sharing their learning experiences and expertise, which will enhance growth opportunities for the smaller firm,” says Prince. However, without the cooperative effort and support of the FHWA the Mentor-Protégé Program would only be a vision without any tangible advantages. Pamela Foster, Civil Rights Officer of FHWA South Carolina Division Office says, “The Federal Highway Administration Division Office is pleased to partner with the SCDOT to further the development of DBEs and to assist them to move into non-traditional areas of work and/or compete in the marketplace outside the DBE program. We look forward to the positive outcomes that may result from the implementation of SCDOT’s Mentor Protégé Program.”

### **SCDOT’s Mentor Protégé Program Is Off to a Good Start**

“The Mentor Protégé Program hopefully will become a model for other areas of the country. However, we know going into this that it will not be for everyone,” remarked Curtis Sims, Jr. former Program Coordinator for the SCDOT Mentor Protégé Program. “It takes a special kind of philosophy for a firm to be willing to be a mentor, as well as a unique perspective from a firm to be willing to admit that they can benefit from having one. Our objective is to seek out these individuals and facilitate those relationships. We are very pleased with the success we have been able to obtain on the professional services side of the Mentor Protégé Program, and hope that we will be able to find those construction firms that have the same philosophy and can meet the necessary criteria to further make the program a success.”

Criteria for the SCDOT Mentor Protégé Program can be found at: <http://www.scdot.org/doing/businessDevelop.aspx>

## Director's Corner



**Dr. Arlene Prince**  
Director, Business  
Development &  
Special Programs

Over the past few months, we have been quite busy implementing initiatives to address the growing needs of women and minority-owned businesses performing work in the transportation industry and with our partners in South Carolina.

As most of you are aware, U.S. Transportation Secretary Ray LaHood has announced the expansion of the DBE Program, which is aimed at assisting more small businesses. In an effort to comply with the Federal regulations, SCDOT moved swiftly to prepare a Small Business Program for approval. The newly established race neutral program will allow small businesses, who meet program eligibility requirements, an opportunity to participate in federally funded highway and transit set aside projects.

I am pleased to announce, not only was SCDOT's Small Business program approved, but the Interstate Certification Program proposal was approved and became effective on January 1, 2012. Now, DBE firms certified in their home State will undergo a much easier process when seeking certification in other States. The regulations state that "When a firm currently certified in its home State ("State A") applies to another State ("State B") for

DBE certification, State B, at its discretion may accept State A's certification and certify the firm without further procedures."

Although the regulations are meant to make interstate certification easier, it does not automatically involve reciprocity. The regulations allow each state to make their decision on this matter but accomplished in a shorter timeframe than in the past.

In addition to this, we have coordinated with the Governor's Office of Small & Minority Business Assistance (OSMBA) to streamline the certification processes between the two agencies. Firms, who are currently certified with SCDOT, will have an opportunity to become certified through the Governor's Office without resubmitting additional documents. Existing DBE firms have been contacted and new firms will be able to select this option during the application process.

You also will be interested to know that based on feedback, we have revamped our DBE Training Catalog and added new workshops, seminars and certification training. The informational document, published bi-annually, covers the period through June 2013. The catalog is located on our agency's website under "Doing Business with

SCDOT" in the section for the Office of Business Development & Special Programs. Several of the training workshops are filling up fast, so I am encouraging DBEs to review the Training Catalog and reserve a seat.

And lastly, we were successful with our participation in USDOT's Bonding Education Program (BEP). We felt very fortunate and excited about FHWA Administrator Victor Mendez visiting our state and making arrangements to spend time meeting participants in the program. A wealth of knowledge was shared during the various educational sessions and some of the participants have already benefitted with increased bonding coverage. More information about USDOT's Bonding Education Program is shared in another article in this publication.

We hope that our approach to providing technical assistance and training will continue to benefit women and minority-owned firms certified through the South Carolina Unified Certification Program. We are always happy to hear of success stories and encourage you to share them with us.

**Arlene Prince**

*If you have any suggestions for consideration or comments for sharing, we would like to hear from you.*



# The Spotlight's On You

## DL Hauling and Grading



**Iris and Timothy Dickerson**

Timothy Dickerson has been a business owner for approximately 14 years. This is the same amount of time he has been married to his wife, Iris. On their honeymoon, they had the "notion" to start a business, which became Dickerson Landscaping. In 2003, the business was expanded and incorporated becoming DL Hauling and Grading. Dickerson says that while landscaping, he found it very difficult to find someone to haul for him, so he bought his own truck. This one truck became two and grew into more than 10 trucks and equipment such as quad-axles and tri-axles, along with a dump trailer, track-hoe, bobcats, bulldozers, and concrete finishing equipment. Dickerson says, on occasion, he still landscapes for acquaintances, but not often.

Dickerson, DBE certified since 2004, specializes in hauling, landscaping services, concrete finishing, concrete pouring, concrete removal, clearing and grubbing, and demolition. Dickerson does excavation land clearing for developers, personal home owners, as well as commercial and residential projects. Dickerson states that most of his business comes from "word of mouth," and he does business in North and South Carolina, the tri-county, upstate and the midlands area. The Dickersons say they have procured quite a bit of work through SCDOT.

Dickerson says he would like to see his business expand, and sees the potential. However, he states that he does not want to expand to the point they become too big where he won't be able to maintain relationships with his employees and customers. His goal is to be able to retire around 50-55, allowing someone to run his business for him doing the day to day business. Dickerson says that he wants to be "an instrument for the community, a community voice in an effort to help the community grow."

When asked what they would attribute to their success, the Dickersons state they feel very strongly that their participation in the DBE program has assisted them in being where they are today. They feel that the program helped them to "keep working." The Dickersons feel they are a perfect team because Iris' MBA helps solidify the business. As the Dickersons say, "book sense and common sense make the business work." In addition to this, they state that that training initiatives provided by the SCDOT Business Development Center have been an asset to them. The Dickersons have taken advantage of training initiatives such as the estimating and bidding classes, marketing and most recently the 2-day Safety Compliance Training for Haulers.

When assessing what they would share with upcoming DBE firms, the Dickersons stated "you have to realize that the DBE program doesn't owe you anything. You have to work for what you want and show the contractors what success looks like. You may have to work that 10% of a job, so you can show another contractor what you are capable of doing, which will make them want 'you' on the job he next time. Pay your people. Remember it is ok to look out for the small person and give them a voice. Share information that helps other DBE firms." DL Hauling further commented that "being cut throat is a bad practice because you will find that taking up the bad tactics will back fire on you." When asked what final advice would they share with struggling DBE firms, the Dickersons passionately stated, "a successful firm must be honest. If you start off with integrity, you end up with integrity!"



## AOS Specialty Contractors, Inc.



**Diane Rushing**

AOS, a woman owned DBE firm, has been in business over 20 years under Diane Rushing's leadership. AOS has been a part of the DBE program since 2002. Rushing specializes in concrete and masonry general contracting. She refers to her company as "heavy duty decorators." They do a lot of SCDOT work (sidewalks, drainage), but also do more decorative projects such as upscale parks and monuments. When asked why she went into business, Rushing stated that she "decided to go into business because she saw her dad's business, which had been passed on to a coworker, floundering." Rushing smiled as she reflected back to her dad, who started the business in his early 40's.

She remembers that her "dad was good at what he did, but didn't have really strong management skills and was not as successful as he could have been". Rushing decided in an effort to save the business, she wanted to give it a try.

Rushing says that there have been some really hard years because she was initially "a slow learner," and it took her longer than she would have liked to become profitable. She stated, "if you can't pay people you cannot prosper." Rushing shared that she needed to "get out of debt" and her sister "Jane" introduced her to a financial counselor, who helped her to start making "good financial decisions and get her debt paid off." Rushing, who took approximately 10 years to learn the basics of the business, says her turning point was when she joined the DBE program and started working for SCDOT, city and county entities. Rushing likes the unique projects, such as the skate park AOS built. In addition to this, Rushing felt that she had more control over her money. She stated, "loans are good and have a place, but financial freedom

allowed me to create a no debt nest egg of working capital." Rushing feels that you "tend to make fewer mistakes when it's your own money." Rushing enjoys working for the government and says, "if you learn the rules, you will get paid."

Rushing stated that when she joined the DBE program, she "wasn't really sure what they would gain." What she found was "many options open to AOS, which have been a financial benefit because they would not have sustained without the program." Rushing commented that there is "a lot of assistance available through the DBE program; however, as a firm owner, you have to take the time to stop the daily routine and take advantage of the assistance offered through the Business Development Center." True to its own philosophy, AOS has taken advantage of training initiatives sponsored by the SCDOT Business Development Center such as QuickBooks, Marketing, and SCDOT Construction Project Paperwork/Documentation. Rushing stated, "these programs have enhanced AOS' ability to be successful." Rushing is also enrolled in the department's Business Development Academy (BDA). During EDI 2012, Rushing was one of three (3) firms that presented during the segment "Sharing the Experience: Opportunities for Partnerships & Mentoring."

When asked what she would share with other firms seeking to be successful, Rushing stated, "firms need to be very cautious of debt." She also stated, "firm owners should not be afraid to ask for assistance from colleagues or other contractors. You may not always get a positive reception, but ask anyway because you may receive the help you are seeking." Rushing encourages firms to take advantage of the SCDOT DBE Assistance Technical Liaison, who provides onsite assistance. Rushing's final reflection was "you want to make sure that you produce a good product for your end user because therein lies your success."

### Food for Thought

*"If you fail to plan,  
you may as well plan to fail."*

## External Equal Opportunity (EO) and On-The-Job Training (OJT) Programs

The External EO Contract Compliance Program ensures that federal funds are not spent in a manner, which encourages, supports, subsidizes or results in discrimination. Department staff is responsible for assuring that federal contractors and subcontractors do not discriminate in their employment and contracting practices based on race, color, religion (in the context of employment), gender, national origin, age, or disability. External EO In-Depth Reviews are conducted by staff in order to ensure contractor compliance with federal EO requirements.

The OJT program goals are to increase employment, training and advancement opportunities for minorities, females and disadvantaged individuals. The OJT Program requires contractors working on some, but

not all, federal-aid contracts to train a specific number of individuals in a construction related field throughout the duration of the project. Staff is responsible for assigning training slots to applicable projects and ensuring contractor compliance with federal OJT requirements. As of September 2012, a total of sixty-one (61) training slots (45 roads and 16 bridges) have been assigned.

The past year External EO and OJT Program Area conducted a training sessions for contractors and SCDOT personnel/consultants. Both sessions were held via Microsoft Office Live. Microsoft Office Live is a web conferencing service that allows participants to join in a "live" training session from their own office computers. Utilization of this software

eliminated the need for participants to travel to Columbia from all around the state. This was the first time training was offered through use of this innovative technology. Approximately forty-four (44) contractors and thirty-one (31) SCDOT/Consultants participated in the training sessions. Feedback received from SCDOT and contractor personnel was extremely positive. Both SCDOT and contractor personnel greatly appreciated this type of training and encouraged use of this technology for all future training sessions.

EO/OJT staff is dedicated to ensuring these programs are successful. For more information, go to <http://www.scdot.org/doing/businessDevelop.aspx> or call (803) 737-1372.

## South Carolina Department of Transportation USDOT Bonding Education Program (BEP)

South Carolina Department of Transportation (SCDOT) was honored to host one of US Department of Transportation's 2012 Bonding Education Programs. The program was held in Columbia and firm owners from across the state attended the evening sessions that were conducted for an 8-week period, every Thursday from 6:00 p.m. – 9:00 p.m. Fourteen (14) participants successfully completed the high paced and information rich program.

Keeping in line with USDOT program initiatives, the department held sessions in business planning and management construction; construction accounting and financial management; banking and financing for contractors; bonding and insurance for new and emerging contractors; estimating and bidding, along with project management and field operations; claims and dispute resolution and marketing and success stories- why some contractors succeed and other fail. During the last day of the session, SCDOT had the pleasure of presenting Federal Highway Administrator, Victor Mendez, who addressed the group reiterating Washington's support of the program. Additionally, Mendez took time to mingle with firm owners. The department concluded the Bonding Education Program with a session on "Pitfalls to Avoid and How to Avoid Them," followed by a Business Opportunity Partners' (BOP) networking session. BOP participants included the South Carolina Small Business



Administration (SBA), SC Governor's Office of Small and Minority Business Assistance (OSMBA), City of Columbia – Office of Business Opportunities (OBO), Columbia Metropolitan Airport (CAE) and the SCDOT Procurement Office.

The SC BEP was well received by participants with evaluations reflecting an overall outstanding/excellent rating of 97%. In July 2012, Medina's Hauling, a SCDOT DBE Bonding Education Program participant, was bonded by one of SCDOT's BEP participating bond partners Adams Eaddy & Associates. SCDOT was advised by a representative of the Mid-South Atlantic Region Small Business Transportation Resources Center (SBTRC), in Atlanta Georgia, that Medina's was bonded for \$300,000 to \$1 million, making them the first firm in the Mid-South Atlantic Region to be bonded through initiatives of the BEP. Congratulations to Medina's Hauling!

## What's New?

SCDOT Business Development Center's DBE Training Catalogue is new! Specific business and technical courses are designed to provide a curriculum that offers firms an opportunity to increase their performance by developing skills that are critical to the day-to-day operations of the business. The training curriculum changes each year to meet business firms' needs and includes orientation sessions on "Doing Business with SCDOT", as well as other business and technical programs. DBE Training information is located on the department's website at: [http://www.scdot.org/doing/businessDevelop\\_Center.aspx](http://www.scdot.org/doing/businessDevelop_Center.aspx). For details and registration information, contact Juanita Campbell at (803) 737-6426 or [campbelljp@scdot.org](mailto:campbelljp@scdot.org).

### SCDOT Small Business Enterprise (SBE) Program

The Code of Federal Regulations Title 49, Part 26, requires that state Unified Certification Programs establish a small business component as a part of the DBE Program. The purpose of the SBE element is to encourage small business participation that will result in contracting opportunities in the transportation industry. SCDOT will be implementing its program in the near future, so keep a look out for forthcoming information.

## Electronic Vendor Payments

SCDOT encourages vendors to take advantage of electronic transfer of funds in lieu of waiting on a check to come through the mail. SCDOT would like to have the majority of our vendors and contractors receiving payments by electronic funds transfer. This produces a cost savings to SCDOT and the State by eliminating the printing, handling, and mailing of paper checks. Additional information concerning electronic funds transfer is available on the SC State Treasurer's Office website at: <http://www.treasurer.sc.gov/>. Once on the site, go to "Divisions" and then to "Treasury Management". Here you will find the Electronic Vendor Payment Informational Leaflet, the Electronic Vendor Payment Enrollment form and other pertinent information. Enrolling in this "direct deposit" service will allow you to receive your payments sooner than if a check were traveling through the mail.

SCDOT feels you are important teammates! Let's continue to work together to improve our infrastructure to the benefit of our citizens and businesses in South Carolina.

### Reminder To All DBEs

Be sure you have completed your annual prime contractor prequalification renewal. Remember, you will be unable to bid directly on a construction contract if you have not been prequalified by the SCDOT Construction Data Support Office or if your Prequalification Certificate has not been renewed. Call the SCDOT Construction Data Support Office at (803) 737-1434 for and questions about prequalification and contractor performance evaluations.

Also, please make sure your DBE certification is current. Renewal information must be submitted to the Office of Business Development and Special Programs each year.

Please make a note: the Prime Contractor Prequalification and DBE Certification are separate processes. To obtain Prequalification information and forms, go to the following website:

For prequalification: [http://www.scdot.org/doing/contractor\\_Prequalified.aspx](http://www.scdot.org/doing/contractor_Prequalified.aspx)

## Essentials For DBE Quarterly and DBE Trucker's Reports

The Code of Federal Regulations, Title 49, Part 26.37, Subpart (b) & (c), require Disadvantaged Business Enterprise (DBE) programs to include a monitoring and enforcement mechanism that ensures work committed to DBEs, at the time the contract is awarded, is actually performed by the DBEs. The DBE Quarterly Report form is utilized by the department to track project activities such as work performed by DBEs, their committed payments, as well as funds expended towards the Prime Contractor's DBE goal. In essence, the report will reflect DBE attainments (payments actually made to DBE firms), as well as including a means of comparing these attainments to commitments. This requirement applies to all projects with DBE participation to include projects with no contract goal.

It is the responsibility of the Prime Contractor to prepare and submit the quarterly report to the designated DBE Sub-Contractor for review and signature. It is the responsibility of the DBE Sub-Contractor to verify the information contained in the quarterly report relating to work performed and payments received from the Prime Contractor. By signing, dating and returning the quarterly report to the Prime Contractor, the DBE Sub-Contractor is concurring with information contained in the report. Under no circumstances should a DBE sign a blank quarterly report form in that the purpose of the report is to verify payments made to the DBE, not as promise or intention to pay.

For detailed information relating to requirements for DBE Quarterly Reports, Trucker's Report and Supplemental Specifications for Highway Construction, please go to:

<http://www.scdot.org/doing/businessDevelop.aspx>

## A Quick Tip for QuickBooks (QB)

**Very time saving and efficient!**

**Get in the habit of utilizing "Estimates" as a start (single entry). Once the information is entered, one time only, you can crank out a sales order, an invoice, a purchase order and, from the p/o, the Bill.**



## FFY 2012 DBE Goals

SCDOT conducted Public Consultation Meetings (PCM) in Columbia and Charleston, South Carolina. Opting to conduct 2-in-1 meetings to satisfy the goal setting requirements of the Federal Highway Administration and the Federal Transit Administration, SCDOT selected two (2) DBE certified firms, Maxim Communications Group, Inc. and Marybo Enterprises, to serve as facilitators. Over 1400 invitations were sent to firms and other interested parties, resulting in 100 attendees consisting of seventy-five (75) DBE firms attending. Firms discussed their successes with SCDOT, challenges in doing business with SCDOT and thoughts on how the department could level the playing field. Also, information obtained from a Prime/DBE Round Table discussion, held during the 2nd Annual Transportation Summit and South Carolina Regional DBE Conference, was factored into PCM participants' comments. Based on feedback, SCDOT established its FFY 2012 DBE goals at 11.5% for new contracts, 3.7% obtained through race-neutral means and 7.8% through race-conscious



means. SCDOT's Annual Goal Methodologies are located at:

[http://www.scdot.org/doing/businessDevelop\\_DBE.aspx](http://www.scdot.org/doing/businessDevelop_DBE.aspx)

## In The Know

- SCDOT Business Development Center (BDC) is available to assist DBE firms Monday-Friday, 8:30 a.m.-5:00 p.m. Staff is highly skilled and experienced in business management, financial and loan assistance, marketing, training, professional development, highway contracting and on-site technical assistance. Please contact us @ (803) 737-6426 to schedule an appointment. We look forward to serving you!

- Direct link to SCDOT UCP Directory: <http://www.scdot.org/doing/businessDevelop.aspx>

- SC DBE firms may be eligible for up to \$1500 in training tuition assistance reimbursements. Contact Colette Swann, Business Development Manager, at (803) 737-2029. For policy and forms, go to: <http://www.scdot.org/doing/businessDevelop.aspx>

### • Procurement Opportunities

From time to time, procurement opportunities become available in the areas of sidewalk installation and other concrete work, vegetation management within the rights of way (mowing and limb trimming), tree removal within the rights of way, janitorial services, clearing and grubbing, fence installation, the purchase of many commodities, hauling, HVAC installation and repair, catch basin repair and renovation. For more information and to view available opportunities go to:

<http://www.scdot.org/doing/procurement.aspx>

- “South Carolina Business Opportunities” (SCBO)  
The official State bi-weekly publication announces proposed

procurements of construction, information technology, supplies, services and other information of interest to the business community. This publication is offered through the Internet at [www.State.SC.US/MMO/SCBO](http://www.State.SC.US/MMO/SCBO). Please note, all procurements over \$10,000 must be advertised in SCBO.

### • Construction Extranet

SCDOT's Construction Extranet website provides vendors (i.e., Prime Contractors, Sub-Contractors and other vendors) a way to download and view construction plans for upcoming lettings. It also provides vendors a means of communicating their desire to receive or send quotes to other vendors for upcoming construction projects. For additional information go to: [http://www.scdot.org/doing/constructionletting\\_extranet.aspx](http://www.scdot.org/doing/constructionletting_extranet.aspx)

### Title VI of the Civil Rights Act of 1964

This Act declares that no person in the United States shall be excluded from participation in or otherwise discriminated against on the ground of race, color, or national origin under any program or activity receiving Federal financial assistance.

For information relating to the SCDOT Title VI Complaint Procedure go to [http://www.scdot.org/doing/businessDevelop\\_TitleVI.aspx](http://www.scdot.org/doing/businessDevelop_TitleVI.aspx) or contact Alex Nelson, Title VI Coordinator at (803) 737-1664 or [nelsona@scdot.org](mailto:nelsona@scdot.org).

### Fraud and Ethics Hotline 1-800-551-3915

The Fraud and Ethics Hotline allows anyone to report potentially fraudulent activity about a program administered by the agency. Anonymous information is accepted. If you choose to provide your name, it will be kept confidential to the fullest extent allowed by law.

## Tell Us What You Think

We welcome your feedback. Send your comments or inquiries to Paula Hollis, BDC Business Assistance Manager, at [hollispc@scdot.org](mailto:hollispc@scdot.org)